

(A slide was shown.)

Mr. GRAHAM. On the recruitment of the Corps members themselves—these are college graduates who have not previously trained to be teachers, or who have had prior teacher experience—these people will be recruited, either on a local or national basis, or both.

Their names will come to the Teacher Corps here in Washington and will be entered on a computer. We will make certain that they do meet the legal requirements. We will send for references for these people. We will try to get some 10 or 20 references, a selection system based upon the system that has proved very effective in the Peace Corps.

Generally, that is a reference that says that this person is a solid person, you can count on him, he does his job, he has the commitment for this.

Then the men and women at the local school systems, one of their number and one from the local university will come at our expense, that is the proposal, to Washington, to ask that computer to give them the names of the people they want. They may select on a geographical basis, on a scholastic average basis, on a background basis—that is to say, whether they have studied English, science, math—or other auxiliary qualifications, whether they can help with the glee club or coach football, whatever they want in their schools.

They will then go to the folders and check the references to make sure that these are the people they want. They will then take back some 200 or 300 percent of the number they want to a local committee back in the school district and go over this with the local university to make certain that these are people they want.

The State school system will participate in this if they elect. They will then invite for training at their local university those people they believe meet the qualifications both for this program of study leading to a master's degree and certification, and also people who they believe can do the job in their schools.

(A slide was shown.)

Mr. GRAHAM. These people will then be enrolled in a period of pre-service training, generally 2 to 3 months in length.

During this period they will be given some basic methodology. They will be given some of the sociology of the groups that they will be working with.

They will be getting the best instruction that is available locally, the best kind of instruction that the local school system says it wants to prepare people who are going to come to their system.

During this period, the local school people, the principals, the superintendents, as well as representatives from the State if they so elect, will look at these people and will select out early in this training program those who they feel do not have either the dedication or the aptitude for this job.

Generally, then there will be another selection at the end of this pre-service training by the principals in combination with the advice of the men and women at the university who have been working closely with these people for 2 to 3 years, based on this advice but based on the action of the local school people, and they will be assigned to the local schools.